



## Evaluation Summary 2018

**ECON**orthwest  
ECONOMICS • FINANCE • PLANNING



DATE: June 14th, 2019  
TO: Barb Timper, Worksystems  
FROM: Andrew Dyke and Lisa Rau, ECONorthwest  
SUBJECT: SUMMERWORKS EVALUATION SUMMARY 2018

---

## Key Findings

- Overall, SummerWorks participants had stronger than predicted academic outcomes, especially among participants who are people of color. Outcomes across years have remained consistent as the program continued to expand, serving more than 1,000 youth each year since 2016.
- SummerWorks enrolls a much higher share of people of color than the region overall – 71 percent of participants identified as a person of color compared to 41 percent of all students in Multnomah and Washington counties.
- High school youth returned to school at higher rates than expected. Tenth grade participants returned to school at rates that were four percentage points more than predicted (94% vs 90%) and 11th grade participants returned at rates that were three percentage points more than predicted (95% vs 92%). Eleventh grade participants also graduated from high school in the year following participation at rates that were five percentage points more than predicted (89% vs 84%).
- Participants who graduated from high school within a year of participation enrolled in postsecondary programs at rates that were 13 percentage points more than predicted (65% vs 52%).
- Participants who were enrolled in 12th grade but had not graduated in the year prior to participation were 22 percentage points more likely to continue their education in the year following participation than predicted (74% vs. 52%).
- Among youth who completed 12th grade prior to participating in SummerWorks, 70 percent of high school graduates and 72 percent of non-graduates either continued their education or engaged in work in all four quarters of the year following participation.
- High school students age 16 through 18 who returned to school and worked in the year following participation had higher median wages than youth age 16 through 18 in school across the Portland metro region (\$8,404 vs \$2,105).

---

## Introduction

SummerWorks, a summer youth employment program, was initially launched as the Portland Metro Region's response to the staggering youth unemployment rate caused by the Great Recession of 2008. Initial funding for SummerWorks came from the American Recovery and Reinvestment Act (ARRA). With the success of the first summer in 2009, local governments invested in the continuation of this program for youth ages 16 through 24. Oversight of SummerWorks is led by Worksystems, the workforce development board for City of Portland, Multnomah and Washington counties.

The goals of SummerWorks are to provide youth with structured summer employment to:

- Teach workplace skills that can only be learned at a real-world job,
- Curb learning loss that can happen over the summer,
- Provide positive engagement during the summer months,
- Support return to school after the summer,
- Put money in the pockets of youth who spend at local businesses, supporting the local economy, and
- Expose youth to opportunities that allow them to develop their full potential and build career interests.

The report that follows summarizes findings from an update to the 2016 assessment of SummerWorks participant outcomes. This report looks at longer-term outcomes, such as postsecondary graduation, as well as adding additional cohorts of outcomes. With a larger number of participants from additional years of the SummerWorks program, this report is able to provide additional assessments of outcomes by participant demographics and strengthen findings from statistical analyses. The findings are laid out in the following sections:

- A description of the methods and data used to prepare this analysis,
- An overview of participant characteristics,
- An analysis of program, academic, and workforce outcomes for participants,
- An assessment of additional workforce outcomes, and
- An overview of outcomes for participants in SummerWorks whose participation was supported by City of Portland or Multnomah County funding.

## Methods and Data Sources

Table 1 provides an overview of participation in the SummerWorks program by program year. The first row shows the number of SummerWorks experiences, or individual job opportunities engaged in by SummerWorks participants. This reflects the same method used to describe program outcomes reported by WorkSystems.

Some share of participants in a given summer engage in more than one job through the program. In a given year, more than 95 percent of SummerWorks jobs are held by first-year program participants. The exception is 2016, when 13 percent of jobs were held by second year participants.

Across the program to date, 87 percent of applicants who successfully completed work readiness training were connected with a summer job through the program and 87 percent of youth placed in a summer job completed their placement.

**Table 1. SummerWorks participants and program outcomes by program year, 2010 - 2017**

Program Year	2010	2011	2012	2013	2014	2015	2016	2017
Total SummerWorks experiences	275	204	315	493	555	823	1,222	1,341
Total participants who completed work readiness training	274	204	315	485	549	796	1,064	1,281
Participants placed in a summer job	200	188	296	415	458	700	918	1,134
	73%	92%	94%	86%	83%	88%	86%	89%
Participants who completed a summer job placement	197	180	283	414	458	575	710	920
	99%	96%	96%	100%	100%	82%	77%	81%

In order to assess outcomes after youth participate in SummerWorks, we relied on data from the Oregon Department of Education for educational outcomes and data from the Oregon Employment Department for workforce outcomes. In the section that follows, we describe these sources and the subset of participant data that is used to assess youth outcomes following SummerWorks participation.

### Academic Outcomes

The educational outcomes identified in this report are based on K-12 data from the Oregon Department of Education (ODE) and postsecondary enrollment and completion data from ODE based on their data match with the National Student Clearinghouse (NSC). Demographics throughout this report are based on the most recent year of available data for each student within Oregon Department of Education records. Complete Oregon Department of Education records begin in the 2004-05 school year and are available through 2016-17. Postsecondary data is based on rolling record matches for students who had graduated from Oregon K-12 school per agreements between ODE and NSC.

The postsecondary data includes students who enrolled in colleges or universities within and outside of Oregon. It does not capture enrollment at a small number of institutions not included in NSC data, participants who enrolled in a postsecondary program but never graduated from

Oregon’s public K-12 system, or participants who were enrolled in K-12 in Oregon too long ago to be included in the data match. There are likely a small number of SummerWorks participants for whom this would be an issue. The match was based on SummerWorks participant date of birth, first name, and last name, with a direct match performed between Worksystems staff and ODE for each participation record. Table 2 summarizes the match of ODE records by first year of participation. Across all years of participant data, 96 percent of participants in each year matched to at least one ODE record. If participants were never enrolled in a public K-12 school in Oregon, they would not be included in this match.

**Table 2. SummerWorks participants and matches to ODE records by program year, 2010 - 2017**

Program Year	2010	2011	2012	2013	2014	2015	2016	2017
Total participants	274	204	315	485	549	796	1,064	1,281
Participants matched to ODE data	255	200	307	473	538	761	1,020	1,208
Share of participants who matched to ODE data	93%	98%	97%	98%	98%	96%	96%	94%

### Workforce Outcomes

Workforce data is from the Oregon Employment Department (OED) Unemployment Insurance data, which include quarterly aggregate hours of work and payroll for each employer and employee for the time between 1999 and 2017 for SummerWorks participants. Worksystems provided matched records for program participants based on their existing agreements with the OED for the purposes of assessing outcomes for participants in workforce development programs.

Employment outcomes are based on quarter 4 (October – December) of the year of participation through quarter 3 of the following year (July – September) to most closely align with academic years and SummerWorks participation. Because of this, a complete year of workforce data is not available for 2017 program participants. Table 3 summarizes the workforce data match for the year following participation by participation year. Through 2016, 706 participants had a least one quarter of employment in the year following their first participation.

**Table 3. SummerWorks participants and matches to workforce records by program year, 2010 - 2016**

Program Year	2010	2011	2012	2013	2014	2015	2016
Total participants	274	204	315	485	549	796	1,064
Participants matched to workforce data in any year	162	98	141	177	150	171	289
Participants matched to workforce data in the year following participation	128	69	103	125	110	134	233
Share of participants who matched to workforce data in the year following participation	47%	34%	33%	26%	20%	17%	22%

## Unique Participations to Assess Outcomes

In addition to youth being able to participate in more than one SummerWorks job placement in a given summer, youth are also able to participate in more than one year. This can potentially complicate assessments of the impact of SummerWorks on academic and workforce outcomes following participation. In order to isolate the impact of one summer of participation in SummerWorks, we report outcomes following the first summer of participation in the program. We also include an assessment of outcomes for participants who engaged in the program for more than one summer.

Table 4 and Figure 1 provide a summary of the number of participants in the program and the number of first-time participants in each year. In the second and third year of SummerWorks, just over 20 percent of participants had participated once before. This share dropped in 2013 through 2017, with an uptick in repeat participants in 2017. Overall, 81 percent of participants across all years participated in SummerWorks only once.

**Table 4. SummerWorks participants and unique, first-time participants by program year, 2010 - 2017**

Program Year	2010	2011	2012	2013	2014	2015	2016	2017
Total participants	274	204	315	485	549	796	1,064	1,281
Unique participants by the first year of participation	274	162	242	411	450	665	886	947
Share of participants who participated for the first time	100%	79%	77%	85%	82%	84%	83%	74%

**Figure 1. SummerWorks participants and unique, first-time participants by program year, 2010 - 2017**

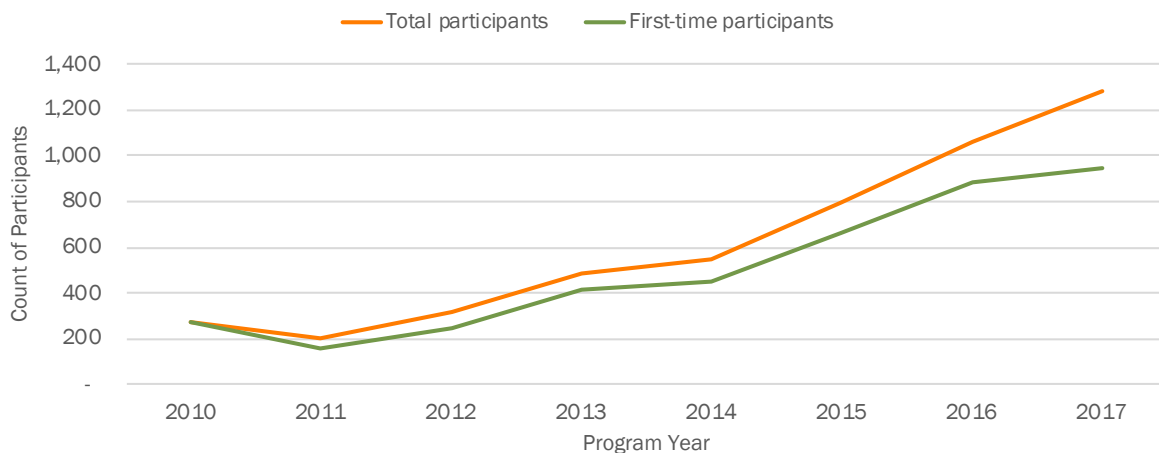


Table 5 provides an overview of the match of education and workforce data for these unique participants. Between 2010 and 2016, education data was matched to 96 percent of unique participants and workforce data was matched to 23 percent of unique participants.

**Table 5. Unique, first-time participant match to education and workforce data by program year, 2010 - 2017**

Program Year	2010	2011	2012	2013	2014	2015	2016	2017
Unique participants by the first year of participation	274	162	242	411	450	665	886	947
Matched to ODE data	255	159	235	399	442	633	849	896
	93%	98%	97%	97%	98%	95%	96%	95%
Matched to workforce data in the year following participation	128	50	77	94	80	100	169	
	47%	31%	32%	23%	18%	15%	19%	

## Participant Characteristics

SummerWorks program demographics are summarized. The majority of demographics reported here are derived from ODE records, with the exception of participant age, which is based on SummerWorks program reporting. Because of this, data reported here only includes information for those who matched with ODE records.

Table 6 summarizes SummerWorks participant demographics by the year of their first participation. Compared to average student demographics between 2010 and 2017, SummerWorks participants are much more likely than other youth in Multnomah and Washington counties to be a person of color (71% vs 45%) and to have ever been identified as economically disadvantaged (91% vs 57%). A higher share of participants received special education services, meaning they were provided additional supports because of a disability, than their peers in Multnomah and Washington counties (22% vs 16%).

**Table 6. SummerWorks participant demographics by year of first SummerWorks participation, 2010 - 2017**

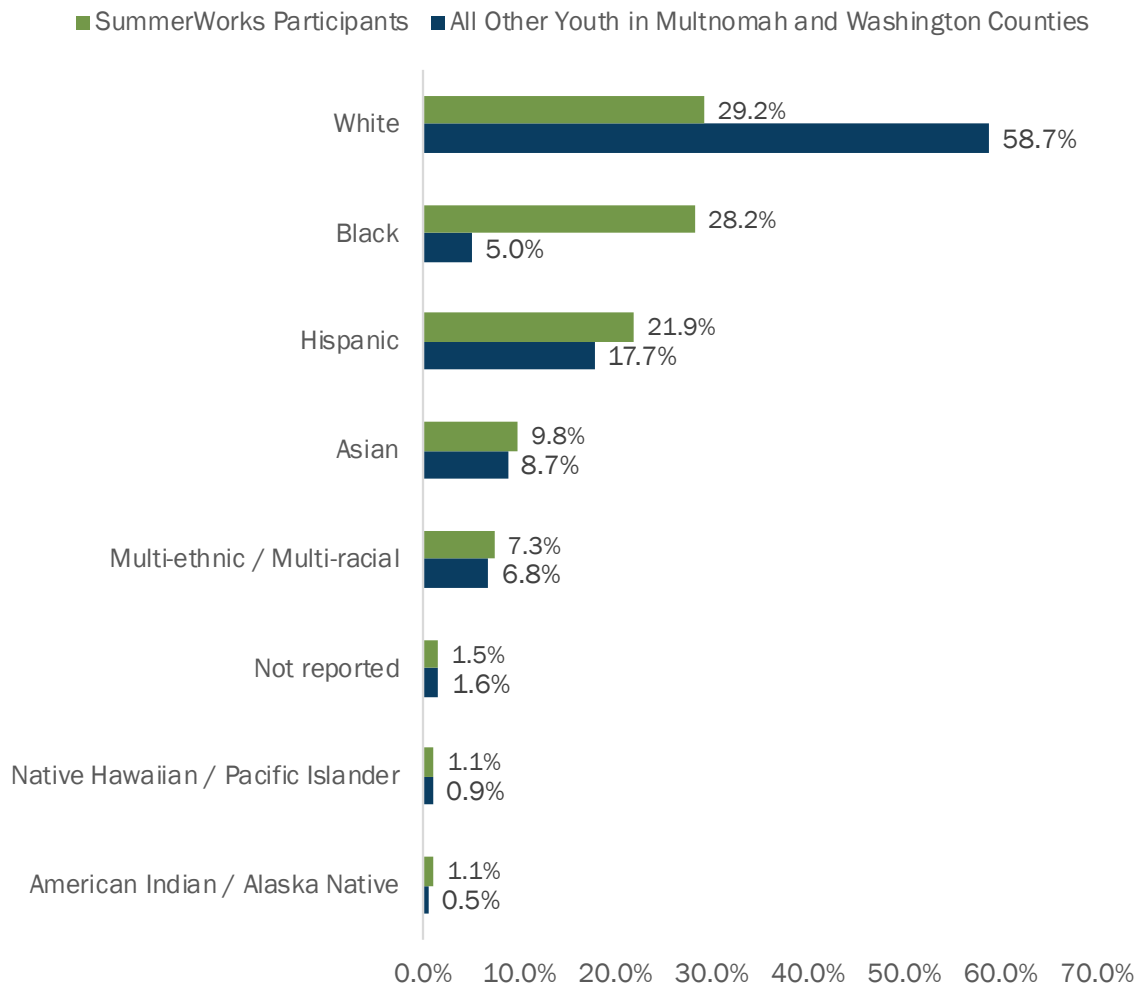
Share of participants who are...	2010	2011	2012	2013	2014	2015	2016	2017
Female	63%	52%	52%	52%	58%	53%	56%	59%
People of color	63%	80%	73%	71%	75%	69%	69%	71%
Younger than age 20	94%	97%	98%	93%	97%	97%	95%	94%
Ever received special education services	12%	18%	19%	21%	20%	24%	26%	24%
Ever economically disadvantaged	87%	94%	91%	90%	94%	94%	90%	89%

Among participants who were enrolled in an Oregon K-12 school prior to their first participation, 13 percent were identified by ODE as having limited English proficiency. Between 2010 and 2017, just under 13 percent of youth enrolled in 12th grade in the year prior to participation and 14 percent of youth enrolled in 10th or 11th grade in the year prior to participation were identified as having limited English proficiency in the year prior to participation.



SummerWorks enrolls a much higher share of people of color than the region overall. Figure 2 provides an overview of race and ethnicity reporting for participants and all other Multnomah and Washington county youth between 2010 and 2017. Roughly 28 percent of all SummerWorks participants have identified as black, compared to only five percent on average across Multnomah and Washington counties in 2010 through 2017.

**Figure 2. SummerWorks participant race and ethnicity compared to all other Multnomah and Washington County public K-12 enrolled youth, 2010 - 2017**



SummerWorks participants who were enrolled in an Oregon K-12 school prior to their first participation were most likely to have attended a school in Portland Public Schools (36%), Reynolds (11%) or David Douglas (11%) school districts through 2017. Further breakdowns of student participant enrollment can be found in Table 7.

**Table 7. SummerWorks participants by school district of enrollment prior to first participation, 2010 - 2017**

School District	SummerWorks Participants	Share of Students Enrolled in an Oregon K-12 School District
Portland	856	36%
Reynolds	267	11%
David Douglas	267	11%
Beaverton	204	9%
Hillsboro	157	7%
Centennial	142	6%
Gresham-Barlow	137	6%
Tigard-Tualatin	123	5%
Parkrose	79	3%
Forest Grove	38	2%
Multnomah ESD	36	2%
Other Districts	70	3%

Most SummerWorks participants were not considered proficient in math or reading based on the 8<sup>th</sup> grade state standardized test. Only 46 percent of participants demonstrated proficiency in reading and 40 percent in math in 8th grade, compared to 54 percent and 50 percent of for all other economically disadvantaged students in Multnomah and Washington counties (Table 8). Individual standardized test scores, along with individual characteristics, are important factors for later analysis of participant outcomes. These factors are considered when predicting outcomes for SummerWorks participants had they not participated in the program.

**Table 8. SummerWorks participant performance on standardized 8th grade tests by age group at the time of participation, 2010 - 2017**

	15-20 years	21-26 years	All Ages
Average percentile ranking			
Math	37.5	34.4	37.4
Reading	37.0	33.1	36.9
Percent proficient			
Math	40%	37%	40%
Reading	46%	38%	46%

---

## Participant Outcomes

In this section, we begin by assessing SummerWorks participant outcomes by first looking at youth success within the program itself. After that, we look at program-wide academic and workforce success, and then look at outcomes for three major subsets of participants: those enrolled in 10th or 11th grade before participation, those who were enrolled in 12th grade before participation, and those who participated in SummerWorks in more than one year.

### Program Outcomes

The SummerWorks program has two phases: job readiness training and a summer job placement. Following job readiness training, participants are matched with employers for their placement based on mutual agreement between partnering employers and participants. From year to year, the share of participants who successfully complete job training, are placed, and complete the summer job placement vary. The share of participants who complete all steps of the program has varied greatly from year to year—in 2011 and 2012, 90 percent of participants completed both job training and their job placement, while only 70 percent did so in 2017. Table 9 summarizes these program outcomes for the first participation in the program between 2010 and 2017. Where relevant, we compare these outcomes to academic and workforce outcomes following participation in the program.

**Table 9. SummerWorks program outcomes by first year of participation, 2010 - 2017**

Year	2010	2011	2012	2013	2014	2015	2016	2017
Completed a job placement	197 72%	145 90%	218 90%	346 84%	371 82%	484 73%	588 66%	658 69%
Completed job training and placed in job but did not complete	74 27%	11 7%	12 5%	64 16%	79 18%	73 11%	120 14%	102 11%
Completed job training only	3 1%	6 4%	12 5%	1 0%	- 0%	108 16%	178 20%	187 20%

### Academic and Workforce Outcomes

In order to assess outcomes following participation, we first focus on the outcomes of participants based on their educational engagement prior to participating in the program. Through 2016, participants tended to be enrolled in high school (60%), had just graduated high school (14%), or have not been engaged with the Oregon K-12 system in the prior year (13%), with a small share enrolled in some postsecondary program in the prior year (5%). In this section, we provide an overview of outcomes and identify the potential impact of SummerWorks on these outcomes, when compared to near-peer students elsewhere in Multnomah and Washington counties based on each participants' academic status before participating in the program.

Complete academic data is available only through the 2016-17 school year for both Oregon public K-12 and postsecondary programs. Because of this, success outcomes are not yet available for the 2017 program cohort. In Table 10, we summarize the educational status of

participants in the year prior to participation based on the year of their first participation in SummerWorks. Between 2010 and 2016, 74 percent of participants were enrolled in high school in the year prior to participation.

**Table 10. Education status in the year prior to first participation in SummerWorks, 2010 - 2016**

Education status before participation	2010	2011	2012	2013	2014	2015	2016	2010 - 2016
High school, not completed	54%	66%	62%	63%	62%	59%	61%	60%
High school, with graduation	15%	17%	18%	16%	15%	14%	14%	14%
Enrolled in college	6%	3%	5%	5%	6%	6%	5%	5%
Not enrolled in school	16%	9%	10%	11%	13%	13%	14%	13%
Not matched	8%	6%	5%	5%	3%	8%	7%	7%
Total	274	162	242	411	450	665	886	3,090

For several groups of participants, we conducted regression analyses to measure the difference between academic outcomes for SummerWorks participants and predicted outcomes based on the performance of similar youth. We estimated a regression that controlled for participants' race/ethnicity, economic status, special education engagement, limited English proficiency, 8th grade standardized test performance in math and reading, and the participants' age relative to the grade they enrolled in. This analysis does not include some important unobserved characteristics that may drive results, such as individual and family motivation. Because of this, the results although significant<sup>1</sup>, do not prove causal effects.

### Academic and Workforce Success

Below we define successful post-participation academic engagement for SummerWorks participants depending on their enrollment status prior to participating in SummerWorks.

- **High school, no completion.** Participants are considered to have successful engagement if they achieved any outcome other than not being enrolled in school in the following year. This would include re-enrolling in a high school program, or an alternative education pathway program with a postsecondary institution.
- **High school, with completion.** Participants are considered to have successful engagement if they were enrolled in postsecondary education in the following year.
- **Enrolled in a postsecondary program.** Participants are considered to have successful engagement if they continued enrollment in a postsecondary program or completed a degree or certificate. Once a participant obtains a postsecondary diploma or certificate, they are considered successful for all following years.
- **Not enrolled.** Participants are considered to have successful engagement if they enroll in any type of educational program in the year following participation.

<sup>1</sup> All regression analyses summarized here represent differences from predictions that are statistically significant at  $p < 0.05$ .

In this updated evaluation, we also consider participant engagement in the workforce as a successful outcome. As we assess trends in outcomes, the share of participants who had reported employment in Oregon in all four quarters of the year following participation (starting in October), are considered successfully engaged in the workforce.

Using this definition of success, we found that 76 percent of all participants achieved “successful” outcomes after their first SummerWorks participation. Almost 80 percent of participants who completed both work readiness training and a summer job placement had a successful academic or workforce outcome, compared to only 64 percent of those who left the program before completion. When including workforce engagement in all four quarters following participation in SummerWorks, 76 percent of all participants achieved successful outcomes. Figure 3 summarizes these results.

**Figure 3. Academic and workforce success by SummerWorks program outcome, 2010 - 2016**

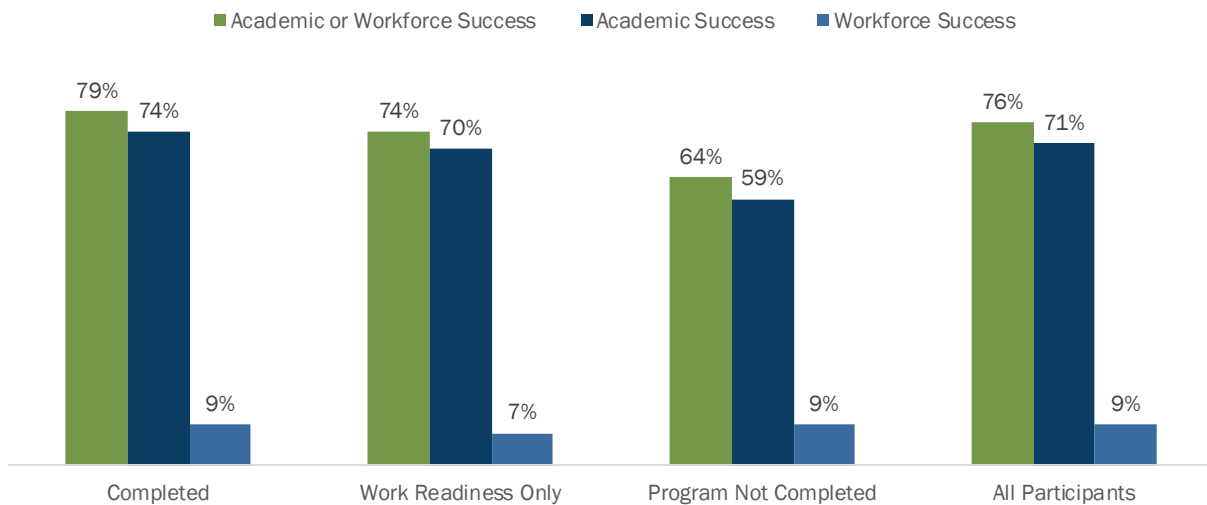


Figure 4 summarizes outcomes by academic status in the prior year. Almost 90 percent of high school students who had not graduated before participating in SummerWorks for the first time either continued their education or engaged in the workforce the following year. When looking at participants who were not enrolled in school in year prior to participation, 45 percent either enrolled in school or were employed in the year following participation. Among recent high school graduates, 61 percent enrolled in postsecondary in the year following participation, with an additional six percent finding work in all four quarters of the year following participation.

**Figure 4. Academic and workforce success in the year following first SummerWorks job placement completion, by academic status prior to participation, 2010 - 2016**

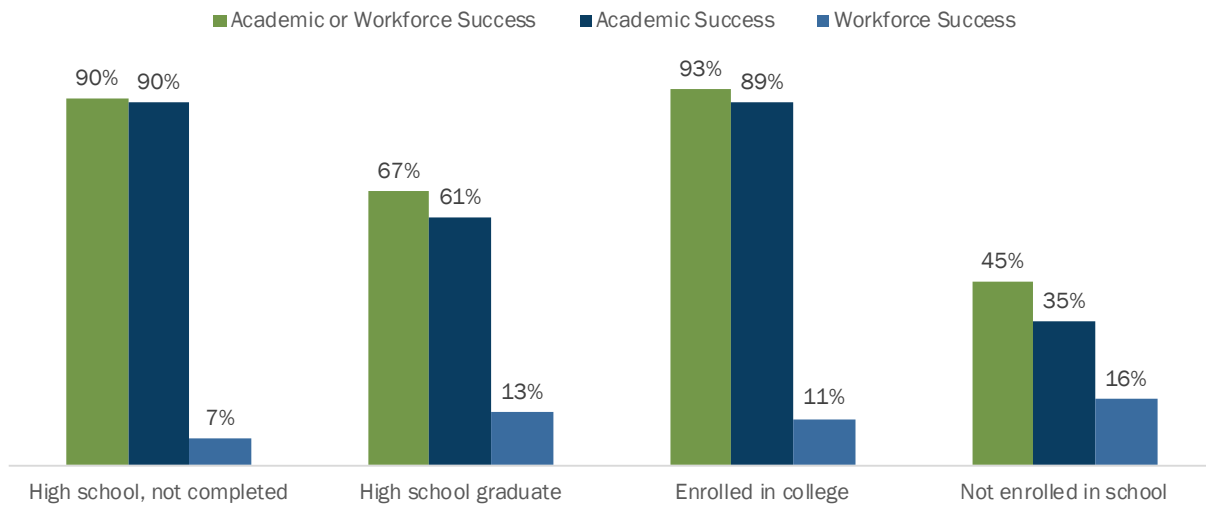
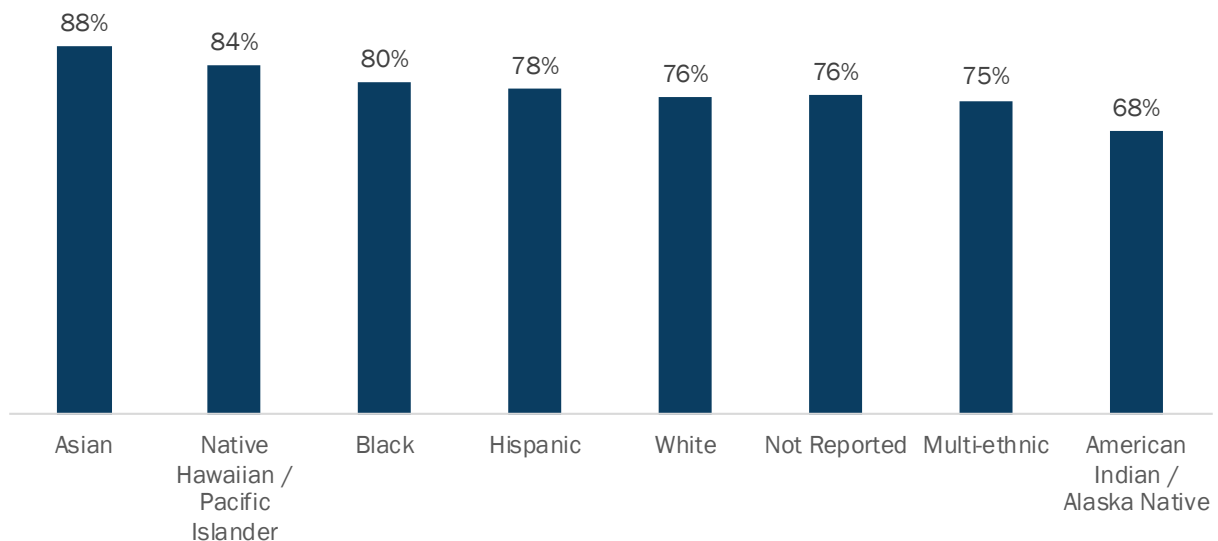


Figure 5 provides an overview of academic and workforce success by race and ethnicity. Due to small number of participants reported here, we only report the share of participants who were successful either academically or in terms of workforce engagement. Non-white participants had higher rates of success than their white peers—over 78 percent of Hispanic, black, Native Hawaiian or Pacific Islander, and Asian participants showed successful outcomes following participation.

**Figure 5. Academic or workforce success in the year following first SummerWorks job placement completion, by race and ethnicity, 2010 - 2016**

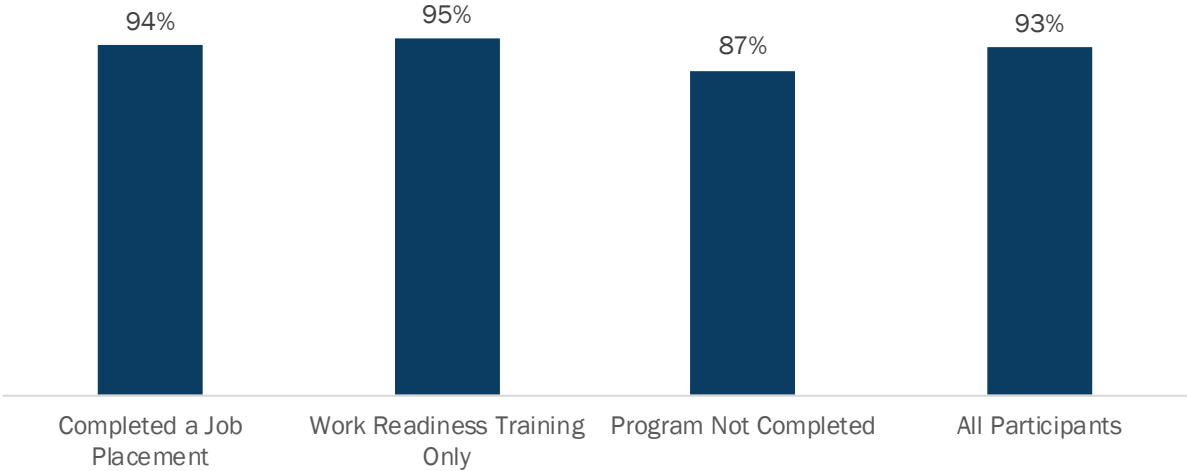


---

### Outcomes for Participants Enrolled in 10th or 11th Grade Prior to Participation

Between 2010 and 2016, 1,321 students completed 10th or 11th grade just before their first SummerWorks participation. Among these participants, 93 percent continued enrollment or graduated in the following year, as shown in Figure 6. Participants who completed the program or received work readiness training had a higher success rate than those who left the program before completion. The share of 10th and 11th grade participants who continued their schooling in the following year is slightly higher than all other 10th and 11th grade students in Multnomah and Washington counties (92%) and higher than students in the region who were ever economically disadvantaged (90%).

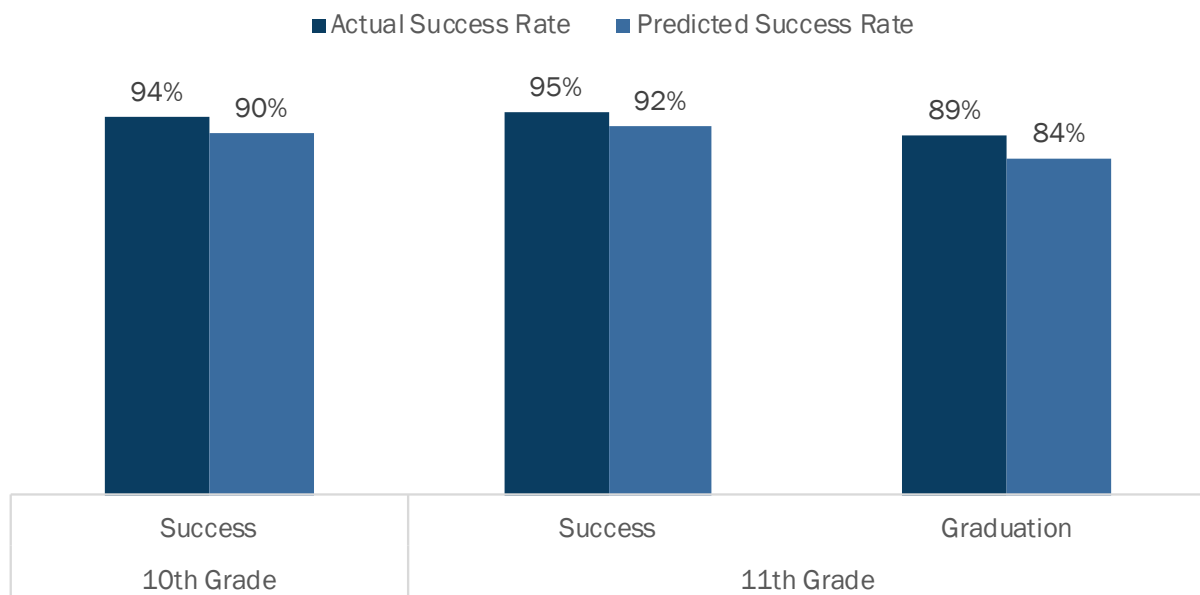
**Figure 6. Academic outcomes for 10th and 11th grade participants by SummerWorks program outcomes, 2010 - 2016**



---

We prepared a regression analysis of continued educational enrollment for 10th and 11th grade participants who completed a summer job placement separately, as well as looking at graduation outcomes for 11th graders in the year following first participation in SummerWorks. As shown in Figure 7, SummerWorks participants in 10th grade in the year prior to participation were four percentage points more likely to continue enrollment in an Oregon K-12 school than predicted based on observable characteristics. SummerWorks participants in 11th grade in the year prior to participation were three percentage points more likely to continue enrollment in school and five percentage points more likely to graduate in the following year than predicted based on observable characteristics.

**Figure 7. Actual and predicted academic success rate in the year following a completed SummerWorks job placement for 10th and 11th-grade participants, 2010 - 2016**





---

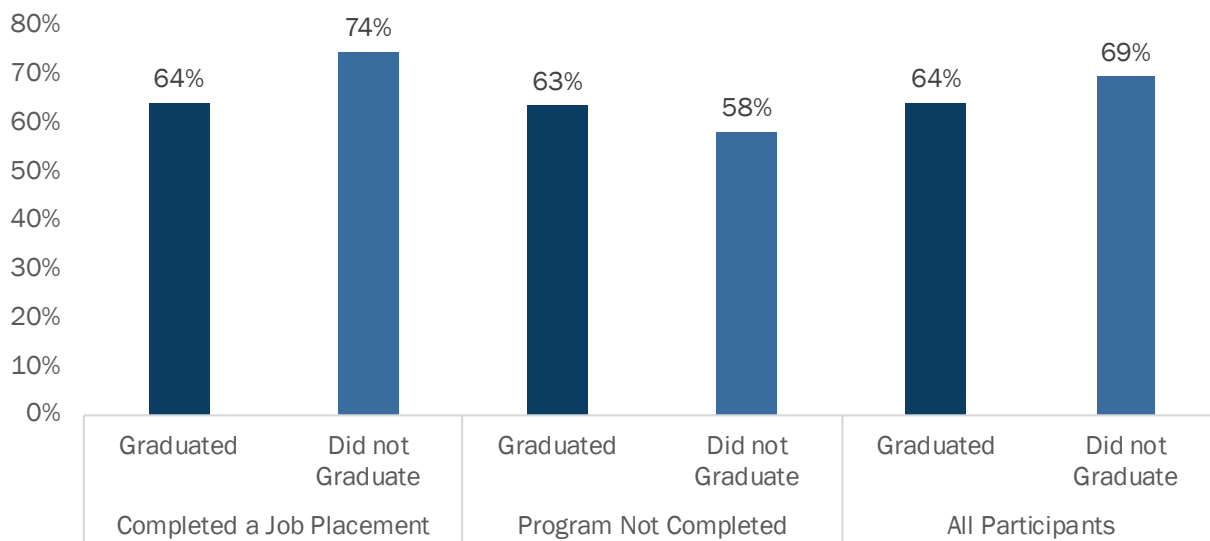
## Outcomes for Participants Enrolled in 12th Grade Before Participation

Between 2010 and 2016, there were 733 students who were enrolled in 12th grade in a K-12 Oregon school in the year prior to their first participation in SummerWorks. Of these students, 421 graduated from high school prior to participation, and 312 had not yet graduated. An additional 152 students who started 12th grade in the prior year graduated and enrolled in a postsecondary program prior to participation in SummerWorks.

Among student who graduated from high school prior to participation, 64 percent enrolled in a postsecondary program in the year following participation. This is a slightly smaller share than all other students in the region during this time (65%) for all students, and much better than economically disadvantaged students across the region (52%).

Among participants who had not yet graduated, 69 percent either continued enrollment in high school in the following year or enrolled in an alternative pathway program with a postsecondary institution. Participants who completed their SummerWorks training and placement were more likely to continue their education than students who left the program before completion (74% vs. 58%). Among all other students in 12th grade in the region over this time who did not graduate in the year prior, only 51 percent continued enrollment in Oregon or at a postsecondary institution. Additional details can be found in Figure 8.

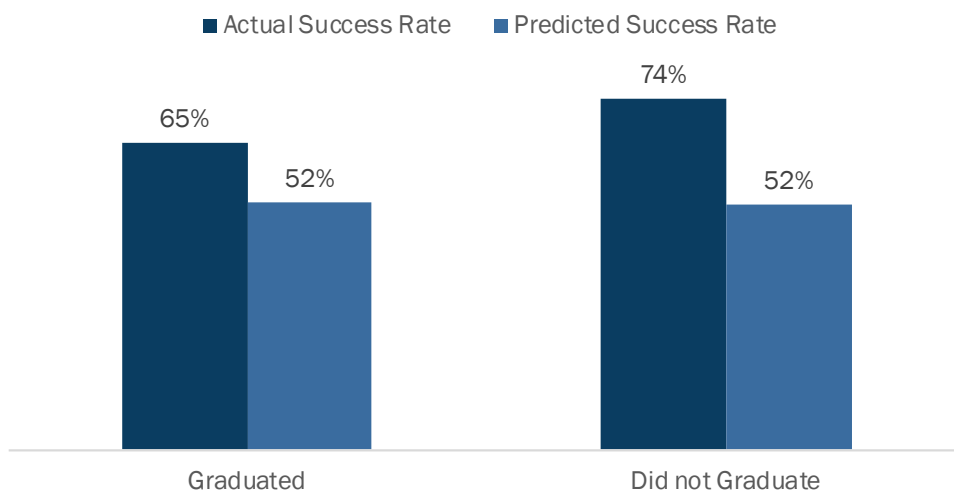
**Figure 8. 12th grade participant academic outcomes in the year following participation by high school completion status and SummerWorks program outcome, 2010 - 2016**



---

We used a regression analysis of academic success for 12th graders who completed a summer job placement in order to predict how much SummerWorks may have impacted their outcomes. As shown in Figure 9, SummerWorks participants who graduated in the year prior to participating in the program were 13 percentage points more likely to enroll in a postsecondary program in the following year than predicted based on observable characteristics. Participants who were enrolled in 12th grade prior to participation but did not graduate were 22 percentage points more likely to continue their education in the year following participation than predicted. Both differences are statistically significant.

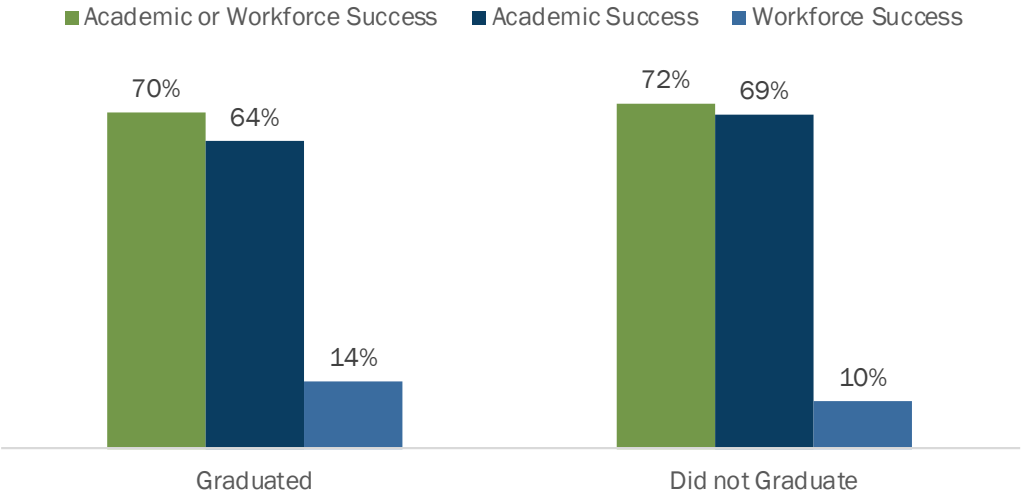
**Figure 9. 12th grade participant academic outcomes in the year following SummerWorks participation for those who completed a job placement compared to predicted outcome without SummerWorks, by high school completion status, 2010 - 2016**



With seven years of program data now available, we can look at postsecondary completion rates for the first several years of program participants. Among participants in the 2010 and 2011 program cohorts who graduated from high school in the two years before their first participation, 18 percent had received a degree from a postsecondary program five years after participation, and 23 percent in the seven years after participation. This is slightly lower than economically disadvantaged peers in who had recently graduated from high school in Multnomah or Washington counties over this time (20% in five years and 27% in seven years). Just under one third (31%) of SummerWorks participants who had at least one postsecondary credit before the summer of their first participation received a postsecondary degree seven years after participation compared to 40 percent of other economically disadvantaged youth over this time with at least one postsecondary credit.

Some youth choose to enter the workforce following high school graduation, rather than continuing on to a college program. In Figure 10, we show the share of participants enrolled in 12th grade in the prior year who either continued their education or were employed in the workforce following participation. Here we show the share who had reported employment and wages in all four quarters following participation. Among high school graduates, 70 percent were either enrolled in school or employed in all four quarters in the following year. Seventy-two percent of students finishing 12th grade who had not yet graduated were either continuing school or employed in all four quarters in the following year.

**Figure 10. Academic and workforce outcomes in the year following completion of a SummerWorks job placement for participants enrolled in 12th grade in the prior year, 2010 - 2016**



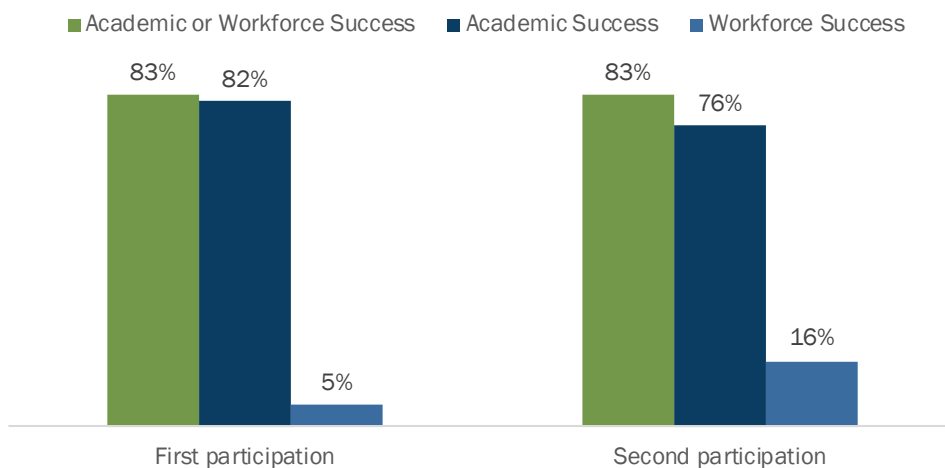
---

## Outcomes for Participants with Multiple Participations

Through 2016, 406 SummerWorks youth participated in the program in two years and 100 youth participated in the program in three years. There are 356 youth who successfully completed a job placement in more than one year. The average age of youth who completed a SummerWorks placement more than once was 17.2 in the first year of participation, slightly younger than the average age for all participants (17.7 years). Youth who participated in the program for a second year were slightly more likely to have completed their SummerWorks work readiness training and job placement than in all other first-time participants (78% vs 76%).

Overall, additional participations in SummerWorks does not appear to increase the share of youth who are academically successful following the completion of a job placement (Figure 11). For youth who participated in the program in more than one year, academic outcomes in the second year decreased while workforce success (16% from 5%) increased. While assessing these findings, we should consider that a larger share of participants were in 12th grade rather than 10th or 11th grade prior to the second participation—academic success is lower for those completing 12th grade than individuals completing an earlier high school grade prior to participation. When considering both workforce and academic outcomes together, participants who completed a job placement twice had the same success rate.

**Figure 11. Academic and workforce success for youth who completed a SummerWorks job placement twice, by participation, 2010 - 2016**



## Workforce Findings

In the first quarter (October through December) immediately following each participants' first participation in SummerWorks, 15 percent of participants had an employment record (Table 11). Over the full year following participation, 9 percent were employed in all four quarters of the year starting in October. Among all participants, 25 percent were employed in at least one quarter in the year following participation.

**Table 11. Participant employment in the year following their first participation, by quarter, 2010 - 2016**

Working period	Number of working participants	Share of participants
Oct - Dec	439	15%
Jan - Mar	388	14%
Apr - Jun	451	16%
July - Aug	580	20%
Any quarter	709	25%
All four quarters	247	9%

On average, participants who worked at all in the year following participation were employed for 2.58 quarters. Among participants who were not enrolled in school in the year following participation, just under 14 percent were employed all four quarters. Table 12 shows workforce engagement for these participants by the number of quarters worked. A quarter of high school students and just over 20 percent of college students were employed for at least one quarter during the year.

**Table 12. Quarters of employment for participants by education enrollment in the year following participation, 2010 - 2016**

Workforce engagement following participation	Not enrolled	High School	College
Not employed	70%	75%	79%
1 quarter	5%	8%	8%
2 quarters	5%	5%	5%
3 quarters	7%	4%	4%
4 quarters	14%	8%	5%

## Participant Earnings

Few participants (16.5%) worked greater than 0.5 full-time equivalent (1,040 hours) in the full year following participation. For those that did, their median annual wage was \$16,358 in 2018 dollars. For those working less than 1,040 hours, the median annual wage was \$5,033 in 2018 dollars. Participants who worked at least one hour in all four quarters have annual median wages of \$10,144 in 2018 dollars. Table 13 summarizes median wages in each quarter following participation. These wages are much lower than the \$6,240 per quarter full-time wages at the current minimum wage of \$12.00. One thing to note – wages reported here are only adjusted for

inflation, which has risen much more slowly than the Portland Metro minimum wage over the last several years.

**Table 13. Median quarterly wages by quarter after participation, 2010 – 2016 (2018 \$)**

Quarters following first participation in SummerWorks	Median wages (2018 \$)
Oct - Dec	\$1,328
Jan - Mar	\$1,768
Apr - Jun	\$1,804
July - Aug	\$2,286
Earnings at full-time, minimum wage (July 2018)	\$6,240

Employment and income are important for all participants, but participants who are not in school are more available to seek full-time employment. Participants who were not in school in the year following participation experienced increasing wages in future years. Table 14 shows annual wages in each year following participation for participants not in high school or a postsecondary program following participation. Those who worked at least one hour in all four quarters following participation had a median annual wage of \$12,391 in 2018 dollars. Nineteen participants worked at least 30 hours per week on average, with median annual wages of \$24,996 in 2018 dollars.

**Table 14. Annual Oregon wages following SummerWorks participation for participants not in school, 2010 – 2016 (2018 \$)**

Years after participation	Median annual wages	Mean annual wages
One year after participation	\$5,714	\$7,923
Two years	\$7,627	\$9,292
Three years	\$9,658	\$11,756
Four years	\$11,527	\$13,548

High school students who worked at least one hour in all four quarters following participation had a median annual wage of \$9,003 in 2018 dollars. Twelve participants worked at least 30 hours per week on average, with median annual wages of \$19,048 in 2018 dollars. The median hourly pay rate for all participants in high school the year after participation is \$10.12 in 2018 dollars while participants who worked all four quarters made a median wage of \$11.39. For comparison, the inflation-adjusted 2016 minimum wage is \$9.71.

---

For comparison, we estimate that the median incomes for youth between the ages of 19 and 26 who are not in school is \$10,900 across the Portland metro area.<sup>2</sup> For all youth age 16 through 18, median incomes are estimated at \$2,296 and youth in school had median incomes of \$2,105.

---

<sup>2</sup> Based on ECONorthwest analysis of 2012-2016 PUMS 5-year data for the three-county Portland metro region, reported in 2018 dollars.

---

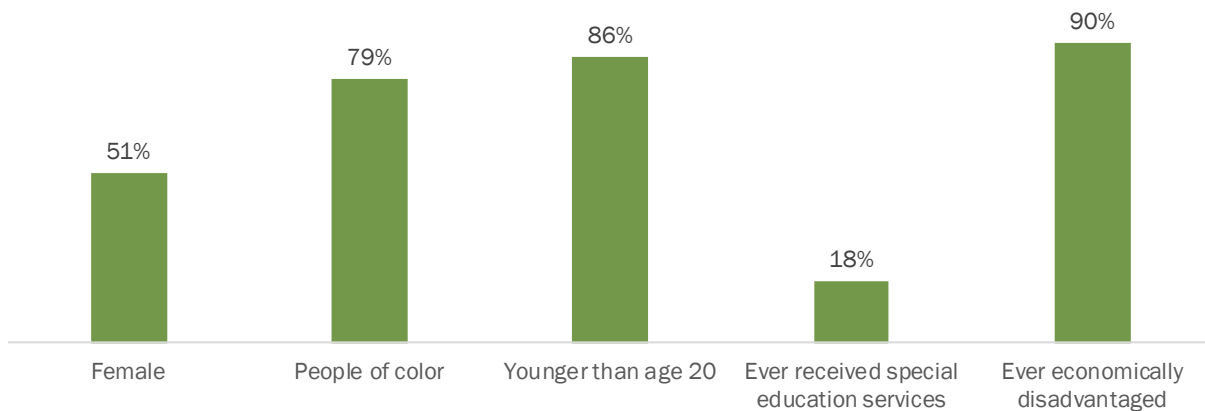
## Outcomes by Program Funder

### City of Portland

The City of Portland was an early partner with Worksystems in the funding and implementation of the SummerWorks program. Since 2010, the City has supported 805 unique SummerWorks participants.

Figure 12 provides an overview of the demographics of participants supported by the City. These participants are less likely to be female (51% vs 54%), more likely to be a person of color (79% vs 71%), and slightly less likely to have participated in special education programming (18% vs 22%). Participants supported by the City are also much more likely to be over the age of 19 (14% vs 5%).

**Figure 12. SummerWorks participant demographics for youth supported by the City of Portland, 2010 - 2016**

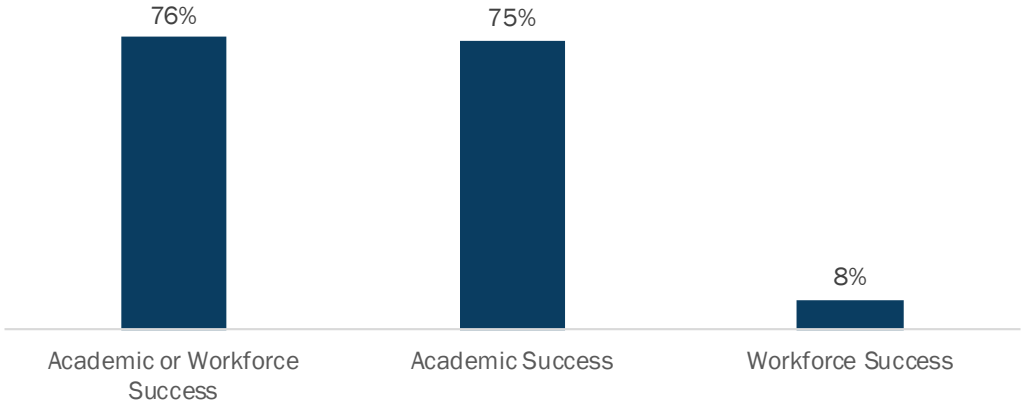


Outcomes for SummerWorks participants supported by the City are reflective of larger outcomes for the program (Figure 13). City-supported participants have achieved successful program outcomes at the same rate as all SummerWorks participants (76%) and have a slightly higher academic success rate than all SummerWorks participants (73% vs 71%).



---

**Figure 13. Academic and workforce outcomes in the year following first SummerWorks job placement for youth supported by the City of Portland, 2010 - 2016**



Participants supported by City of Portland funds performed better than predicted with similar differences as the larger group of participants, but the differences were not statistically significant due to the small number of students in each grade prior to participation.

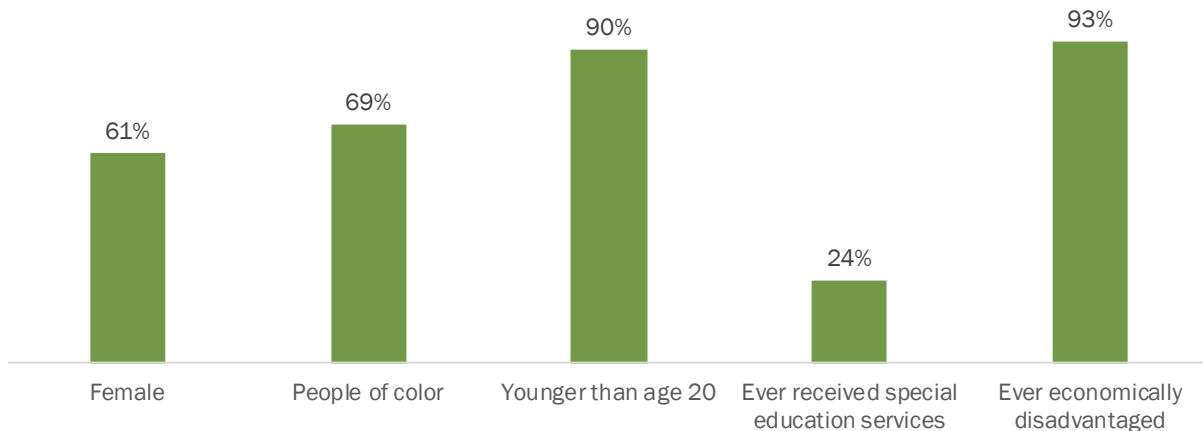
---

## Multnomah County

Multnomah County became a partner in the SummerWorks program in 2011. Since then, funding from the County has supported 1,126 unique youth through the program, accounting for 28 percent of all program participants to date.

Figure 14 provides an overview of the demographics of participants supported by the County. These participants are much more likely to be female (61% vs 54%), slightly less likely to be a person of color (69% vs 71%), slightly more likely to have participated in special education programming (24% vs 22%), and more likely to be younger than 20 (90% vs 95%). Other than participant gender, demographics of these generally reflect the larger demographics of the program.

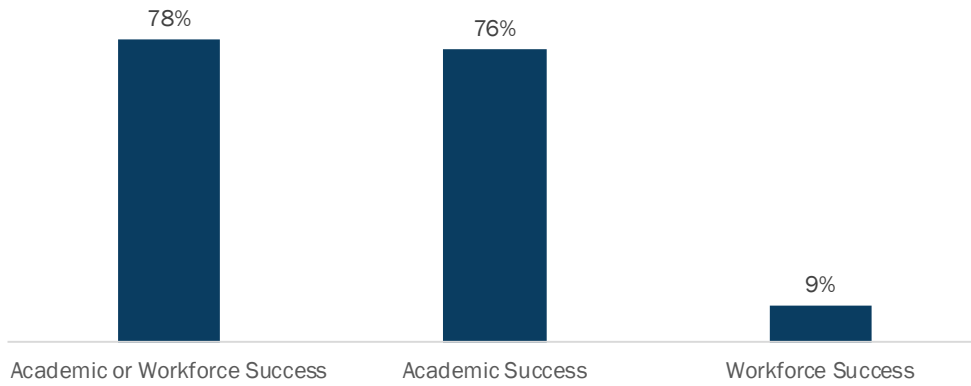
**Figure 14. SummerWorks participant demographics for youth supported by Multnomah County, 2010 - 2016**



SummerWorks participants supported by the County are slightly more likely to have a successful outcome following participation than all SummerWorks participants overall. Through 2016, 78 percent of County-supported participants achieved successful academic or workforce outcomes in the year following their first participation in the program, compared to 76 percent in the program overall. Only looking at academic outcomes, 74 percent of these participants achieve academic success compared to 71 percent of participants overall.

---

**Figure 15. Academic and workforce outcomes in the year following a SummerWorks job placement for youth supported by Multnomah County, 2010 - 2016**



Participants supported by Multnomah County funds performed better than predicted with similar differences as the larger group of participants, but the differences were not statistically significant due to the small number of students in each grade prior to participation.



1618 SW 1st Ave. Suite 450

Portland, OR 97201

503-478-7300

[www.summerworkspdx.org](http://www.summerworkspdx.org)

[www.worksystems.org](http://www.worksystems.org)